United Nations CERD/C/PRT/CO/12-14/Add.1

International Convention on the Elimination of All Forms of Racial Discrimination

Distr.: General
2 March 2015

Original: English
English, French and Spanish only

Committee on the Elimination of Racial Discrimination

Concluding observations on the combined twelfth to fourteenth periodic reports of Portugal

Addendum

Information received from Portugal on follow-up to the concluding observations*

[Date received: 22 January 2015]

Reply of Portugal on the implementation of the Recommendations 18 to 20 of the CERD Committee's Concluding Observations (CERD/C/PRT/CO/12–14) pursuant to paragraph 28

Recommendation No. 18

The Committee notes with concern that immigrant women and women belonging to minority groups face multiple discrimination. For example, according to the Ministry of Labour's 2008 statistics, the average salary of immigrant women is less than those of Portuguese citizens or immigrant men (art. 5).

The Committee draws the attention of the State party to its general recommendation No. 25 (2000) on gender-related dimensions of racial discrimination and urges it to evaluate and monitor racial discrimination against women, particularly immigrant women and women belonging to minority groups. The State party has the obligation to guarantee the right of everyone to equality in the enjoyment of human rights without discrimination based on gender, race, colour or national or ethnic origin.

1. The elimination of all forms of discrimination, based on any grounds, is a top priority of the Portuguese authorities. This obligation is clearly stated in the Portuguese Constitution and derives, as well, from the Universal Declaration of Human Rights and from the international human rights covenants and conventions that Portugal ratified.

* The present document is being issued without formal editing.

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2. With the aim of fulfilling this obligation, Portugal has been consistently adopting a series of policies and measures. This encompasses, naturally, the adoption of policies and measures aimed at eliminating all forms of discrimination (including racial discrimination), based on gender and on ethnicity or immigration background.

3. Our policies in this domain aim at integrating, promoting and protecting the full enjoyment of all human rights by all (regardless of their ancestry, sex, race, language, nationality, religion, political or ideological beliefs, education, or sexual orientation and gender identity). They are implemented in a non-discriminatory way.

4. In the area of gender equality, Portugal adopted, in 2013, the fifth National Plan of Action for Equality, Gender, Citizenship and Non-Discrimination. Recognizing that women are most vulnerable to discrimination, it aims at improving their social and economic situation and therefore increasing their access to resources and reducing their risk of being exploited or discriminated. The Plan thus sets the following strategic goals:

- Conceive, implement, and monitor public policies integrating a gender dimension
- Promote and disseminate scientific investigation performed in this area
- Structure the planning and formulation of public policies and evaluate their impact in terms of gender equality
- Reduce gender asymmetries and inequalities in all strategic areas through the increase of efficiency of public policies
- Contribute to the understanding that social exclusion and gender inequality are interrelated phenomena
- Sensitize different professionals that work in the social inclusion domain and close to vulnerable populations, to integrate a gender dimension in their practice
- Promote essential basic skills in order to build and develop life projects among specific groups of vulnerable women, specifically rural, immigrant, and elderly women

5. It is also worth mentioning that Portugal ratified on 5 February 2013 the Council of Europe Convention on preventing and combating violence against women and domestic violence. In its article 1 section 1b, it is stated that one of the purposes of this Convention is to "contribute to the elimination of all forms of discrimination against women and promote substantive equality between women and men, including by empowering women". Additionally, in article 4 section 3, "the implementation of the provisions of this Convention by the parties, in particular measures to protect the rights of victims, shall be secured without discrimination on any ground such as sex, gender, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth, sexual orientation, gender identity, age, state of health, disability, marital status, migrant or refugee status, or other status"

6. The II Action Plan for the Elimination of Female Genital Mutilation, published in March 2013, plays an important role in the efforts to eliminate all forms of discrimination against women, in particular against immigrant women (the vast majority of cases of female genital mutilation in Portugal are found among immigrant women). Its goals include:

- Promoting the increase of literacy and schooling of immigrant women and young people who belong to communities where female genital mutilation is commonly practiced
- Promoting immigrant women's empowerment (especially those who come from countries where female genital mutilation is commonly practised)

- Combating inequality and gender stereotypes, namely through stimulation of partnering and entrepreneurship
- Providing individual counselling and psychosocial aid to immigrant women through the facilities of the High Commission for Migration (ACM), namely its Aid Unit to the Immigrant Victims of Racial and Ethnic Discrimination, individual counselling and can be provided

7. Regarding, in particular, the question of the elimination of salary gaps between women and men, regardless of their migration status, a recent Resolution of the Council of Ministers (7 March 2014) adopted several measures for the promotion of equal payment between men and women and the elimination of wage discrimination based on gender:

- State companies should promote, every three years, a report on the wages of women and men in order to take concrete measures in the respective plans for gender equality aimed at eliminating any eventual income differences
- An electronic tool will be delivered to companies, allowing the evaluation of gender pay gaps and the identification of concrete situations of wage differences between women and men which cannot be explained by objective factors
- The discussion about eliminating wage differences will be promoted among the social partners
- The Resolution determines that one of the criteria for selecting applications for the European Union Structural Funds is the greater wage equality between women and men

8. In Portugal, the wage gap between women and men was, in 2012, of 18.5 per cent according to the calculation methods used by the Ministry of Economy, and 15.7 per cent according to calculations from Eurostat (based on the hourly payment). This wage gap is lower than the European Union average (16.4 per cent).

9. In the area of the elimination of any form of discrimination against immigrants, including immigrant women, and against persons with different ethnic or racial identities, Portugal has been adopting an integrated, holistic and universal approach to combating discrimination and to promoting and protecting immigrants' human rights, which does not individualize any specific group of immigrants or ethnic groups. Our policies aim at an equal and fair integration of immigrants and ethnic groups into the social, cultural, and economic Portuguese lifestyle, and to the full enjoyment of immigrant's human rights without discrimination.

10. Most of the existing measures and policies that have been implemented, although not targeting any particular group, have a direct impact on immigrant women and women belonging to minority groups. For example, in 2009, the former ACIDI (now ACM), created a pilot project to promote Immigrant Entrepreneurship (PEI). This project provides training on starting up businesses and financial support. 1,106 participants (442 women and 664 men) have benefitted from this pilot project and 64 businesses were set up, 35 of which run by women.

11. Finally, in the area of elimination any form of discrimination against women belonging to minority groups, the National Strategy for the Integration of Roma Communities has a transversal section dedicated to the topic "Dimension 3.5 – Gender Equality". This section has two priorities: to frame traditional Roma values in the values and principles of the Portuguese society" and to "invest in empowering women through mediation and female associativism". These priorities will translate into the several raising awareness and training activities, which will include the participation of mediators.

Recommendation No. 19

The Committee notes efforts to address discrimination against Ciganos and Roma peoples, including the launch in December 2011 of the Strategy for Inclusion of the Roma communities in compliance with European Union requirements and public awareness campaigns regarding non-discrimination against Roma communities. However, it expresses its deep concern that, as confirmed by the State party, Ciganos and Roma are still the most discriminated against and most vulnerable people in Portugal. In addition to housing, there are persistent and continuing concerns with regard to their right to education, health, employment, access to public services or participation in public life (arts. 2, 5 and 7).

The Committee urges the State party to promote economic, social and cultural rights of the Ciganos and Roma, while respecting their culture in accordance with the principle of equality and ensuring that all actions and policies affecting them are designed, implemented, monitored and evaluated with the full participation of Ciganos, Roma and their organizations, bearing in mind the Committee's general recommendation No. 27 (2000) on discrimination against Roma.

The Committee requests that the State party provide information on the implementation and impact of the Strategy for Inclusion of the Roma communities. In implementing this Strategy, the State party should ensure that concrete measures are taken to improve the living conditions of these communities by improving their access to adequate housing, education, health services, employment and public services.

The Committee would also appreciate information on the impact of public awareness campaigns regarding non-discrimination against these communities as well as efforts by the State party to integrate persons belonging to these communities into the police or other public services. All actions taken should take particular account of and target the improvement and realization of rights by Ciganos and Roma women.

12. The National Strategy for the Integration of Roma Communities (2013–2020) was adopted following an intensely participated process with the involvement of all government departments, civil society organizations, academia, experts and representatives of Roma communities. The Strategy comprises 105 measures in the areas of education, health, housing, employment and a cross-cutting dimension covering discrimination, mediation, education for citizenship, social security, valuation of Roma history and culture, and gender equality.

13. This is an important instrument which, hopefully, will help Portugal to better integrate Roma persons and to eliminate prejudices and misconceptions, contributing, thus, to the desired full realization of the rights of Roma persons.

14. One immediate outcome of the Strategy was a nationwide study about Roma persons to obtain a portrait of the Roma communities in Portugal, promoted by the High Commission for Migrations according to Priority 2 of the Portuguese Strategy for Inclusion of the Roma Communities. This study was concluded at the end of 2014 and will be presented in 19 January 2015.

15. Furthermore, ACM participated until the end of 2014 in an international project, involving four countries — NET-Kard "Cooperation and Networking between Key Actors against Roma Discrimination" — which was financed in the framework of the Fundamental Rights and Citizenship Programme of the European Union (DG Justice), with the coordination of Fundación Secretariado Gitano (http://gitanos.org/actualidad/archivo/108108.html). The main aim of the NET-Kard project was to develop resources to key professionals that could prevent discrimination against the Roma as well as to foster networking mechanisms and working methodologies among these

key agents in the fight against discrimination and support for victims, namely: lawyers and jurists, police services, Roma associations and media professionals.

16. One of the main outcomes of this project was the publication of four practical guides to prevent discrimination against Roma persons for the four different key-professionals that were adapted to the Portuguese context (available at http://www.acidi.gov.pt/documentos/visualizar-documento/546207024f6aecnet-kard---prevencao-da-discriminacao-das-comunidades-ciganas). Associated to this guides several training and raising awareness sessions were promoted by ACM.

17. Notwithstanding, it is important to mention again that Roma persons benefit, without discrimination, from all of the measures in place for the general population, including social protection (for example, Social Insertion Income, housing programmes, and access to the National Health Service). Roma persons have had Portuguese citizenship for centuries, and it is estimated that there are between 40,000 to 50,000 individuals belonging to Roma communities established on Portuguese territory.

18. Regarding, in particular, the enjoyment of economic, social and cultural rights by Roma persons, we will now mention concrete existing measures and policies aimed at promoting the enjoyment of the rights to housing, to education, health and of access to employment by Roma persons.

19. Concerning the right to housing, members of the Roma Community in Portugal have the right to benefit from housing programmes on equal terms with all other persons. Portugal aims to ensure equal treatment of Roma persons in access to housing. The National Strategy for the Inclusion of Persons belonging to Roma Communities (2013–2020) has four priority areas regarding the housing conditions of Roma communities:

(i) To improve the knowledge of the housing situation of Roma communities. The general objective is to conduct at least one study on the conditions of access and housing situation of Roma;

(ii) To strengthen practices that promotes the integration of Roma communities in the framework of housing policies;

(iii) To tailor housing solutions and to qualify re-housing spaces;

(iv) To promote access to the rental market/private property. This priority's goal is the promotion of pilot projects for the creation of lease contracts through the establishment of partnerships between municipalities and civil society organizations.

20. Employment is one of the fundamental areas foreseen in the Portuguese Strategy for Inclusion of the Persons belonging to Roma Communities (2013–2020). The National Strategy has the following priorities in this area:

- To promote the integration of Roma persons in the labour market through awareness raising actions, dialogue with business associations, non-governmental organizations, Roma associations and Roma mediators and demystification of negative portrayals of Roma communities;
- To train staff on the specific characteristics of Roma communities;
- To facilitate access to employment and creation of self-employment;
- To improve vocational qualifications with a view to integration in the labour market;
- To establish local partnerships for employment and vocational training;
- To revitalize the traditional activities of Roma communities with a view to their socio-vocational integration.

21. On the right to health, members of the Roma community have full access to health services as all other Portuguese citizens and foreigners legally residing in Portugal. This right is enshrined both in the Portuguese Constitution and in the Basic Law on Health.

22. In this context, it is worth highlighting that 96per cent of Roma children are included in the National Immunization Programme.

23. The National Strategy for the Inclusion of Persons belonging to Roma Communities (2013–202) foresees the following priorities regarding the right to health:

- To organize training actions on health education and available health services — for example, the use of mobile health units and encouraging Roma persons to enrol in local Health Centres;
- To improve the health of Roma communities by focusing on prevention, including yearly awareness raising sessions on early motherhood, children's health and healthy eating habits;
- To raise awareness of healthcare professionals to cultural diversity and provide training on these issues;
- To build and/or strengthen relationships between health services and Roma communities, by building bridges and establishing partnerships.

24. Finally, on the right to education, Portugal is deeply committed to guaranteeing the right to education to all, including to Roma children.

25. The Portuguese education system does not foresee the establishment of separate school classes on grounds of origin, race, ethnicity or culture. There are no segregated classes or schools for Roma children. Ensuring equal access to education — while respecting the values and traditions of Roma persons — is the main goal to be achieved in the area of education.

26. Different results have emerged in surveys on the situation of Roma communities, and those which showed better results are linked, in particular, with the involvement of Roma mediators in the education system and on the investment in alternative school curricula. Mediators and Roma mediators, integrated in local authorities, have managed to build bridges between these communities and the institutions, governmental and non-governmental organizations, deconstructing stereotypes and contributing to their full integration.

27. The Portuguese Strategy for the Inclusion of Persons belonging to Roma Communities (2013–2020) foresees the following measures in the field of education:

- To gain a better insight of the situation of Roma students and trainees
- To ensure access to pre-school education
- To increase education levels and ensure that all Roma children complete compulsory education
- To promote continued education in secondary schools and encourage higher education
- To prevent early school dropout
- To ensure access to lifelong learning
- To promote teacher training on Roma culture and diversity by recruiting trainers from Roma communities
- To fight illiteracy

28. In the field of education, there is a special project called "Good School Grades" that aims to sensitize Roma children and their parents to the importance of School as an institution that is fundamental for their social and personal development.

Recommendation No. 20

While the Committee is conscious of challenges posed by the economic crisis confronted by the State party, it expresses concern about the negative impact that budget cuts may have on public awareness programmes and on institutions in charge of the promotion and protection of human rights, and fighting racial discrimination, and on support to relevant non-governmental organizations (arts. 2 and 7).

In view of its general recommendation No. 33 (2009) on the Follow-Up to the Durban Review Conference, the Committee draws the attention of the State party to the concern that its responses to the current financial and economic crises should not lead to a situation which would increase poverty and potentially give rise to racism, racial discrimination, xenophobia and related intolerance against foreigners, immigrants, persons belonging to minorities and other particularly vulnerable groups. The Committee urges the State party to continue and re-double its efforts to fight racial discrimination and to promote tolerance and diversity, including through support of relevant non-governmental organizations involved in this work.

29. Portugal attaches the utmost importance to the promotion and protection of human rights, of tolerance and diversity, as well as to an effective fight against racism, racial discrimination, xenophobia and related intolerance against all and, in particular against foreigners, immigrants, persons belonging to minorities and other persons members of particularly vulnerable groups. In this regard, Portugal works closely with relevant non-governmental organizations and other partners, namely within the framework of the Portuguese National Human Rights Committee.

30. In April 2011, the Government of Portugal requested financial assistance from the International Monetary Fund, the European Commission and the European Central Bank and subsequently an Economic and Financial Adjustment Programme was put in place, which drastically curtailed public spending. The Government recognizes that the austerity measures adopted in the framework of the Programme have had a strong impact in the lives of most of the people living in Portugal. Throughout the crisis, however, and notwithstanding, the Government of Portugal re-doubled its efforts to implement its human rights obligations and minimize the impact of the crisis, particularly on the most vulnerable persons.

31. Just as an example, to mitigate the social impact of austerity measures, Portugal set up a four-year programme in October 2011, called the Social Emergency Programme. €630 million were allocated to the Programme that shall cover approximately 3 million people.

32. Despite the undeniable side effects of the economic crisis, such as the increase of poverty, it did not give rise to phenomena of racism, racial discrimination, xenophobia and related intolerance against foreigners, immigrants, persons belonging to minorities and other particularly vulnerable groups, nor did the country disinvest in this priority of combating all forms of discrimination.

33. As examples of measures which have proved effective in fighting against racism, racial discrimination, xenophobia and related intolerance against all, we would mention:

- A trainers' team was created to undertake awareness-raising campaigns and actions promoting integration all around the country and within different institutions.

Around 30 trainers make up the Team, qualified with specific training in various areas, namely on Myths & Facts about Immigration (materials available at http://www.acidi.gov.pt/_cfs/4eaa9218ba8cc/live/Os+Mitos+e+os+Factos+sobre+a+Imigra%C3%A7%C3%A3o).

- The Commission for Equality and against Racial Discrimination's website has a special tool called "Racism on Internet", in which citizens may present a complaint of racial discrimination. This complaint leads to immediate action by the Commission.

- Several measures have been also adopted targeting the media — while respecting media independence and journalistic deontology — promoting and encouraging self and co-regulatory initiatives aimed at increasing awareness for human rights and intercultural dialogue among journalists. This pedagogical action towards the Media, under the supervision of ACM, and the Commission for Equality and Against Racial Discrimination (CICDR), but also within the surveillance of the Regulatory Authority for the Media, was very important in the fight against racial discrimination, in raising awareness to the phenomena of racism and xenophobia in the Media. Some of the initiatives included: training sessions and workshops for media professionals on how to address migration issues, being attended by around 100 journalists from television, radio and the written press.

34. Thus, due to the importance of an adequate way of addressing migration issues by the media, CICDR, through the High Commissioner, issued, in 2012, a recommendation on references to nationality, ethnicity, religion or immigrant legal status on news from official sources and media. This pedagogical action towards the Media, within the supervision of ACM, but also within the surveillance of the Regulatory Authority for the Media, was very important to the fight against racial discrimination, to awareness of the phenomena of racism and xenophobia, and to build a healthy multi-ethnic and multi-cultural environment on Media agents.

35. Awareness raising initiatives against discrimination have also been adopted:

- ACM (with CICDR) launched in 2010 a photo and video contest against racial discrimination, aimed at choosing the best photo and video promoting the values of diversity and non-discrimination on the basis of nationality, ethnic origin, race, colour or religion.

- As part of the celebrations of the International Day for the Elimination of Racial Discrimination on 21 March, a series of initiatives were launched aimed at sensitizing public opinion to the fight against racial discrimination. For instance, in 2011 and again in 2012, all football players from the Portuguese Premier League entered the field showing a banner saying "Football against Racism! Join us". In 2012 a flash mob composed by 300 youngsters performed in the Final of the Football Portuguese Cup with the message "Football against discrimination". In 2013, ACM launched a poetry contest, around the theme of racial discrimination. Over 500 applications were received. This lead to the publication of a book where the work of the 39 finalists including the winners, was displayed.

36. In conclusion, our integrated vision to the combat of racial discrimination is based on our deep-rooted belief that the phenomenon of racism is global. In our view, this requires a universal approach to this problem, which does not individualize any specific group nor target any system. This belief is deduced from constitutional principles namely those related to the principle of equality.

37. Portugal has been making considerable efforts and investments in order to combat all forms of racial discrimination and to integrate all groups in the Portuguese intercultural

society, ensuring the full enjoyment of all human rights, civil, cultural, economic, political and social rights.

58. The following are examples of measures which have proved effective in fighting against racism, racial discrimination, xenophobia and related intolerance against all:

(a) The two National Action Plans for the Integration of Immigrants, developed since 2007, are essential instruments in the development of public policies on immigrant integration. They were adopted after a broad debate with social partners and also obtained a wide consensus. They take into account a variety of sectors where integration should occur and be improved (employment, health, education, justice, housing, culture and language, civic participation, human trafficking), as well as crosscutting themes such as gender issues, racism and discrimination and the promotion of diversity and intercultural dialogue). These action plans adopt a holistic approach to integration, involving 10 different ministries and serve as a reference for both the Government and civil society in developing more specific initiatives. The Government of Portugal is currently working on the third action plan for the integration of immigrants which will be launched in the first trimester of 2015;

(b) The National Immigrant Support Centres, known as the Portuguese One-Stop-Shop approach, located in Lisbon, Oporto and Faro and managed by the High Commission for Migrations (ACM). These support centres bring together different services and provide information and support to all immigrants, free of charge, in an integrated way, involving under the same roof services of eight different ministries in a whole-of-government approach and support complementary offices that result from partnerships between ACM, immigrant associations and non-governmental organizations;

(c) A network of 86 Immigrant Support Centres for the Local Integration of Immigrants, covering almost the entire territory which provide decentralized information, support and response to immigrants' questions and problems, in partnerships with local authorities and civil society;

(d) The Migration Observatory, created in 2003 to stimulate the dialogue between academia and political decision-makers on the definition, discussion and evaluation of public policies in the area of immigrant integration in Portugal, including ethnic and racial discrimination issues, in order to deconstruct myths, representations and stereotypes about immigrants or immigration in general. Acknowledging the importance of monitoring the integration of immigrants and persons of immigrant background, the Observatory launched a new collection of books in the end of 2014 called "Immigration in numbers". The first volume (that analyses data from the past decade, 2001–2012) has a special chapter on racial and ethnic discrimination (available at www.oi.acidi.gov.pt/modules.php?name=Content&pa=showpage&pid=194);

(e) Throughout the year of 2013, over 3,300 thousand children and young people were reintegrated into school, employment and vocational training through the "Choices" programme, with a rate of academic success of 72.6per cent for all participants. In order to promote their social integration, this programme reached 44,000 children and young people in 2013, between the ages of 6 and 24, from disadvantaged social backgrounds, many of whom are immigrant descendants or Roma Children living in vulnerable places. The "Choices" programme involves 963 different partners, both with local authorities and civil society organizations, with the participation of 911 technicians, in 110 intervention places. The Programme continues its activities being currently, and until the end of 2015, in its fifth generation;

(f) Regarding the mediators, the project "Intercultural Mediation in the Public Services" should be mentioned — a pilot project developed under the European Fund for the Integration of Third Country Nationals coordinated by the High Commission for Migration. This project placed 28 intercultural mediators, whose goal was to promote inter-

multiculturalism, in 25 public services (mostly health and municipal ones). Mediators were also placed in the following areas: public security police, social security, housing, employment, and education. An estimated 14,000 people benefited from this programme and a new phase started in March 2012 with 20 mediators.

9. In Portugal, the media plays an important role in immigrants' welcoming and integration in the Portuguese society. The media can therefore be a source of discrimination and, simultaneously, a potential agent to combat it.

10. In order to enhance the effectiveness of the relevant constitutional and legal principles, public policies were adopted in the fields of the media, immigration and intercultural dialogue that, while respecting media independence and journalistic deontology, promote and encourage self and co-regulatory initiatives aimed at increasing awareness for human rights and intercultural dialogue among journalists.

11. Over the years, a number of initiatives have been implemented to promote tolerance in the media:

(a) The RTP2 television programme "*Nós*" ("Us") weekly TV programme regarding immigrants and inter-culturalism;

(b) The Antena 1 radio programme "*Gente como Nós*" ("People like Us");

(c) The High Commission for Migration has published several booklets on intercultural training, intercultural and inter-religious dialogue, combating racism and xenophobia towards immigrants and ethnic minorities, including Roma communities;

(d) Immigration Observatory has published several booklets, namely, the ones directly related to the media (especially the OI studies series entitled "Attitudes and Values in relation to Immigration", "Representations (Images) of Immigrants and Ethnic Minorities in the Media", "Media, Immigration and Ethnic Minorities" and "Media, Immigration and Ethnic Minorities 2007", numbers 2, 3, 6 and 28, respectively);

(e) The High Commission for Migration translated into Portuguese and published "A Diversity toolkit for factual programmes in public service television", produced by the EU Agency for Fundamental Rights. This lead to the Portuguese public television has adopting an code of ethics based upon the "diversity toolkit" principles;

(f) Since 2006, a yearly national journalism prize has been awarded to outstanding journalistic works on the promotion of human rights and integration, including the prevention of racism, xenophobia and intolerance, published or broadcast in traditional or online media (press, radio and television);

(g) The Public Office for the Media (*Gabinete dos Meios de Comunicação Social*) publishes on its website and social networks the main national and international documents, projects and events related to media, tolerance and diversity adopted by the European Union, the Council of Europe, The United Nations Educational, Scientific and Cultural Organization, the Organization for Security and Cooperation in Europe and other international organizations;

(h) In the 2011, the Public Office for the Media jointly with other public and private organizations, created a long-term project named "Media and Disability", which aims to raise awareness of the role of the Portuguese media on promoting the rights of persons with disabilities and their full integration in society;

(i) The Journalism Training Centre also organizes seminars for journalists on human rights issues. These include seminars on media, immigration and diversity and media, asylum and refugees;

(i) A set of 10 workshops, held in Faro, Coimbra, Oporto and Lisbon (four in 2010, three in 2011, one in 2012, one in 2013 and one in 2014) that involved more than 300 journalists from all media (television, radio and newspapers);

(k) Training activities on human rights: human rights issues are covered in the initial and ongoing training of, inter alia, judges and public prosecutors, diplomats, police and border officers, prison staff and social workers.

42. Training activities promoted by this trainers' network of ACM include the creation of a training team on intercultural issues to support awareness-raising activities in schools; the establishment of a 30 person training team which delivers short-term training in schools, non-governmental organizations, hospitals and courts with a view to promoting tolerance and the integration of migrants, based on an innovative capacity-building strategy; the development of awareness-raising activities by the police under community policing programmes (for example, on intercultural dialogue, citizenship, gender equality and crime prevention), including by enhancing the use of social media; the granting of awards to schools with good intercultural practices; curricular reforms in science and humanities courses to cover such topics as citizenship, health and sexuality; adoption of specific strategies on intercultural issues for, inter alia, high level public officers and educators; and creation of a post-graduation course for local staff working with migrants.